

The Negotiated Agreement
between
The Clearview Education Association
and
The Clearview Regional High School District
Board of Education
Mullica Hill, New Jersey
for
X The School Year 1981-82

Preface

The Negotiated Agreement between the above named Parties shall be the same in all parts as the previous agreement for the years 1978 through 1981 except as altered in Articles XVII (Insurance Benefits), XVIII (Salaries), and XIX (Duration) attached and contained in this instrument.

Article XVII
Insurance Benefits

- A. Each member of the unit shall be entitled to a Board Contribution of \$872 in benefits which will be applicable to the programs listed below.
1. New Jersey Public Employees Health Protection Plan -- Individual and Family Coverage
 2. Washington National Income Protection Plan
- B. Each member shall also be entitled to 100% Premium payment which is currently \$48.60 by the Board for the Insurance Program know as Union Service Prescription--Individual plan. This coverage shall be provided in addition to and independent of the benefits enumerated in paragraph A of this article. The Board will not be liable for any premium increases beyond 10% of the current premium payment.

LIBRARY
Institute of Management and
Labor Relations

SEP. 14-1981

RUTGERS UNIVERSITY

- C. In no event, however, shall duplicate membership which results in a premium rebate to a subscriber be permitted nor shall members be eligible for a cash payment in lieu of coverage.

Article XVIII
Salaries

- A. The Salaries of all employees covered by this Agreement are set forth in Schedules A through D, hereinafter attached.
- B. Schedule E, hereinafter attached, indicates the number of points allowed for all co-curricular activities and salaries for each shall be determined by multiplying the number of points by the dollar value of each point as negotiated in this Agreement.
- C. Ten-month employees may elect to have ten percent (10%) of their gross monthly salary deducted for the Summer Payment Plan.
- D. When a pay day falls on a school holiday, vacation or weekend, employees will receive their paychecks on the last previous working day. All salaries will be computed and the net monthly pay divided into two (2) equal installments and distributed twice monthly during the term of each employee's contract. Ten-month employees shall receive their last paycheck on the last working day of the last month of their contract year.
- E. The Secretary of the Board of Education may at his/her discretion, with consent of the Board, set pay days on a regular bi-weekly basis, provided that such change will be instituted at the beginning of a fiscal year, namely, July 1.
- F. The Co-Curricular point value is nine dollars and sixty cents (\$9.60) per point.
- G. The Hourly rate for Driver Education, Bedside Instruction, and Summer School is eight dollars and fifty-two cents (\$8.52).

Article XIX
Duration

- A. The above agreement between the Clearview Education Association and The Clearview Regional High School District shall become effective on July 1, 1981, and remain in force until June 30, 1982, or until a successor agreement is signed.

- B. If a mutually acceptable amendment to this agreement is negotiated by the parties, it shall be reduced to writing and approved by the Association and then the Board and inserted as an amendment to the existing agreement.
- C. This Agreement shall not be modified in whole or in part by either party, except as noted in paragraph B of this article.

For the Clearview Regional High School Board of Education

(SS) John C. Smith

(SS) Charles J. Anderson

Date Nov 18, 1980

For the Clearview Education Association

(SS) Michael E. Culbert

(SS) Blaine Anderson

Date Nov 18, 1980

Attest: Secretary to the Board

(SS) James R. Smith

Date Nov 18, 1980

Schedule A
CUSTODIAN SALARY GUIDE
1981-1982

<u>STEP</u>	<u>CUSTODIANS</u>	<u>MATRONS</u>
1	8,425	6,170
2	8,675	6,970
3	8,925	7,170
4	9,824	7,891
5	10,084	8,099
6	10,342	8,308
7	10,601	8,516
8	10,861	8,723
9	11,122	8,932
10	11,382	9,140
11	11,640	9,345
12	11,900	9,554
13	12,160	9,762
14	12,421	9,969
15	12,681	10,178
16	13,025	10,386
17	13,371	10,595

Note 1: An eleven (11) month matron's salary will be calculated at 11/12 (eleven twelfths) of a twelve-month matron's salary.

Note 2: Add an additional \$100.00 for each person receiving his/her consecutive contract in the district.

Schedule B
SECRETARIAL SALARY GUIDE
1981-1982

<u>STEP</u>	<u>CLERKS</u>	<u>SECRETARIES</u>	<u>ADMINISTRATIVE SECRETARIES</u>
1	5,826	6,483	7,088
2	6,077	6,693	7,377
3	6,328	6,879	7,666
4	6,966	7,572	8,437
5	7,227	7,875	8,783
6	7,485	8,172	9,130
7	7,744	8,480	9,476
8	8,004	8,783	9,824
9	8,264	9,087	10,168
10	8,525	9,391	10,516
11	8,783	9,693	10,861
12	9,043	9,996	11,207
13	9,303	10,299	11,555
14	9,562	10,601	11,900
15	9,823	10,905	12,248

Attendance Officer - 4,238

Note 1: Ten month and eleven month secretaries and clerks will have their salaries calculated by 10/12 and 11/12 (ten twelfths and eleven twelfths) respectively of a twelve month salary for their job title.

Note 2: There are no steps for Attendance Officers.

Note 3: Add an additional \$100.00 for each person receiving his/her 11th consecutive contract in the district.

Schedule C
FOOD SERVICES SALARY GUIDE
1981-1982

<u>STEP</u>	<u>HOURLY RATE</u>
1	3.12
2	3.45
3	3.71
4	4.04
5	4.34

HEAD COOKS
1981-1982

<u>STEP</u>	
1	5,854
2	6,313
3	6,779
4	7,227

Note 1: Add an additional \$100.00 for each head cook receiving his/her eleventh (11th) consecutive contract in the district.

Schedule D

TEACHERS SALARY GUIDE

1981-1982

<u>Step</u>	<u>Non-Degree</u>	<u>Bachelor's</u>	<u>Bachelor's+30</u>	<u>Masters</u>	<u>Masters+30</u>	<u>Doctorate</u>
1		11,916	12,485	12,768	13,398	14,190
2	12,670	12,850	13,392	13,662	14,235	15,017
3	13,118	13,784	14,299	14,556	15,072	15,844
4	13,868	14,582	15,135	15,411	15,964	16,793
5	14,350	15,065	15,618	15,893	16,447	17,275
6	14,813	15,514	16,066	16,342	16,896	17,724
7	15,132	15,962	16,514	16,790	17,344	18,172
8	15,581	16,411	16,962	17,239	17,793	18,621
9	16,031	16,859	17,412	17,689	18,242	19,071
10	16,514	17,344	17,897	18,172	18,725	19,554
11	16,999	17,827	18,380	18,655	19,209	20,037
12	17,481	18,311	18,863	19,139	19,692	20,521
13	17,965	18,794	19,346	19,623	20,176	21,005
14	18,448	19,279	19,380	20,107	20,660	21,489
15	18,933	19,762	20,314	20,590	21,144	21,972
16		20,314	20,868	21,144	21,696	22,525
17		20,868	21,419	21,696	22,249	23,078
18		21,419	21,972	22,249	22,800	23,631
19		21,972	22,525	22,800	23,354	24,182
20		22,594	23,146	23,424	23,976	24,805
21				24,045	24,598	25,426

Note 1: Add an additional \$100.00 (one hundred dollars) for each person receiving his/her 11th (eleventh) consecutive contract in the district.

Note 2: Must become 21st step.

Schedule E
Co-Curricular Point Schedule
1981-1982

Activity	Points
1. Class Sponsor, 10th grade (2)	37
2. Class Sponsor, 11th grade (2)	45
3. Class Sponsor, 12th grade (2)	53
4. Student Council, Senior High	65
5. Student Council, Junior High (Head)	53
6. Student Council, Junior High Assts. (2)*	49
7. National Honor Society	45
8. School Newspaper	41
9. Marching Band, Senior High	123
10. Marching Band, Junior High	70
11. Band Front Advisor	70
12. AVA Coordinator, Junior High	49
13. Dramatics Director, Senior High	41
14. Dramatics Assistant Director, Senior High	21
15. Dramatics Assistant, Sets, Senior High	17
16. Dramatics, Junior High	17
17. Yearbook Sponsor	65
18. Yearbook Sponsor Assistant	45
19. Debating Team Advisor	37
20. Choir Director	65
21. Detention Monitor, Senior High (2)	53
22. Detention Monitor, Junior High (2)	53
23. Athletic Director	223
24. Football Head Coach	196
25. Football Assistant Coach (5)	123
26. Flag Football - 7th and 8th grades	41
27. Basketball, Boys, Head Coach	175
28. Basketball, Boys, Assistant Coach	110
29. Basketball, Boys, Asst. Coach 9th grade	102
30. Basketball, Boys, 7th and 8th grades	41
31. Baseball, Head Coach	138
32. Baseball Assistant Coach (2)	87
33. Baseball, 7th and 8th grades	41
34. Track, Head Coach	134
35. Track, Assistant Coach (2)	84
36. Cross Country Coach	92
37. Indoor Track	84

* 1 Assistant - Newspaper Sponsor

Schedule I:
Co-Curricular Point Schedule
1981-1982

Activity	Points
1. Soccer Head Coach	109
2. Soccer Assistant Coach	69
3. Wrestling Head Coach	163
4. Wrestling, Assistant Coach (2)	103
5. Faculty Manager	78
6. Tennis Boys' Coach	97
7. Tennis Girls' Coach	82
8. Golf Coach	78
9. Cheerleaders' Coach, Senior High	87
10. Cheerleaders' Coach, Junior High	41
11. Field Hockey Head Coach	124
12. Field Hockey, Assistant Coach (2)	78
13. Field Hockey, 7th and 8th grades	41
14. Basketball, Girls, Head Coach	162
15. Basketball, Girls, Assistant Coach	102
16. Basketball, Girls, Assistant Coach, 9th gr.	102
17. Basketball, Girls, Assistant Coach 7th & 8th	41
18. Gymkhana Advisor	33
19. Softball, Girls, Head Coach	138
20. Softball, Girls, Assistant Coach (2)	87
21. Department Chairpersons (14)	93

9.6

System for the
Equalization of Co-Curricular Salaries

1981-1982

Sport	Length of Season (days)	Events	No. of Ass'ts	Responsi- bility	Partici- pants	Total Points
Baseball	75	21	2	3	37	138
Basketball (Boys)	94	24+(12)*	2	3	40	175
Basketball (Girls)	94	21+(2)*	2	3	40	162
Cross Country	64	16	0	3	9	92
Field Hockey	52	15	2	5	50	124
Football	74	9	5	9	99	196
Golf	50	19	0	0	8	77
Soccer	57	15	1	3	33	109
Volleyball	75	21	2	3	37	138
Tennis (Boys)	67	19	0	2	9	97
Tennis (Girls)	52	19	0	2	9	82
Track	77	18	2	3	32	132
Wrestling	83	19+(10)*	2	4	45	163

* Evenings

Assistant Coaches' salaries will be computed at 63% of the Head Coaches' salary. Indoor football will be computed as an assistant track coach. Boys and girls 9th grade basketball coaches will be computed as assistant girls basketball coaches.

Clearview Regional High School District
Mullica Hill, New Jersey 08062

CO-CURRICULAR SALARY SCHEDULE

1981-

Activity	Points	1981-82
		Stipends \$9.60 per point
1 Class Sponsor, 10th Grade (2)	37	355 (ea.)
2 Class Sponsor, 11th grade (2)	45	432 (ea.)
3 Class Sponsor, 12th grade (2)	53	509 (ea.)
4 Student Council, Senior High	65	624
5 Student Council, Junior High (Head)	53	509
6 Student Council, Junior High Assts. (2)*	49	470 (ea.)
7 National Honor Society	45	432
8 School Newspaper, Sr. High	41	394
9 Marching Band, Senior High	123	1181
10 Marching Band, Junior High	70	672
11 Band Front Advisor	70	672
12 AVA Coordinator, Junior High	49	470
13 Dramatics Director, Senior High	41	394
14 Dramatics Assistant Director, Senior High	21	202
15 Dramatics Assistant, Sets, Senior High	17	163
16 Dramatics, Junior High	17	163
17 Yearbook Sponsor	65	624
18 Yearbook Sponsor Assistant	45	432
19 Debating Team Advisor	37	355
20 Choir Director	65	624
21 Detention Monitor, Senior High (2)	53	509 (ea.)
22 Detention Monitor, Junior High (2)	53	509 (ea.)
23 Department Chairpersons (14)	93	893 (ea.)
24 Athletic Director	223	2141
25 Football Head Coach	196	1882
26 Football Assistant Coach (5)	123	1181
27 Flag Football - 7th & 8th Grades	41	394
28 Basketball, Boys, Head Coach	175	1680
29 Basketball, Boys, Assistant Coach	110	1056
30 Basketball, Boys, Assistant Coach, 9th Grade	102	979
31 Basketball, Boys, 7th & 8th Grades	41	394
32 Baseball Head Coach	138	1325
33 Baseball Assistant Coach (2)	87	835
34 Baseball, 7th & 8th Grades	41	394
35 Track, Boys, Head Coach	134	1286
36 Track, Boys, Assistant Coach (2)	84	806
37 Cross Country Coach	92	883
38 Soccer Head Coach	109	1046
39 Soccer Assistant Coach (2)	69	662 (ea.)
40 Soccer, 7th & 8th Grades	41	394

* 1 Assistant - Newspaper Sponsor

CO-CURRICULAR SALARY SCHEDULE

1981-

Activity	Points	1981-82
		Stipends \$9.60 per point
1 Wrestling Head Coach	163	1565
2 Wrestling Assistant Coach (2)	103	989 (ea.)
3 Faculty Manager	78	749
4 Tennis, Boys, Coach	97	931
5 Tennis, Girls, Coach	82	787
6 Golf Coach	78	749
7 Cheerleaders Coach, Senior High	87	835
8 Cheerleaders Coach, Junior High	41	394
9 Field Hockey Head Coach	124	1190
10 Field Hockey Assistant Coach (2)	78	749 (ea.)
11 Field Hockey, 7th & 8th Grades	41	394
12 Basketball, Girls, Head Coach	162	1555
13 Basketball, Girls, Assistant Coach	102	979
14 Basketball, Girls, Assistant Coach, 9th Grade	102	979
15 Basketball, Girls, Assistant Coach, 7th & 8th	41	394
16 Gymkhana Advisor	33	317
17 Softball, Girls, Head Coach	138	1325
18 Softball, Girls, Assistant Coach (2)	87	835 (ea.)
19 Track, Girls, Head Coach	134	1286
20 Track, Girls, Assistant Coach (2)	84	806 (ea.)
21 Driver Education, Home Instruction, Summer School hourly rate		\$8.52